

Building trust

“Diagnostic”

*Rate yourself for each of the following statements on a scale of 1 to 10 (10 being 100% agree).
Identify your areas of excellence and your areas of vigilance. Commit to strengthening some practices and changing others.*

CREDIBILITY			
Inspire trust		Trust your collaborators	
I am recognized for my technical and management skills.		I assign tasks and responsibilities corresponding to the skills and abilities of my collaborators.	
I am honest, I respect my promises and I deliver according to my commitments.		I know the aspirations and limits of my collaborators. I encourage them in the development of their full potential.	
I remain transparent and I explain the meaning of my actions.		My collaborators are committed and deliver quality results that meet expectations.	
I recognize my limits and I dare to be vulnerable.		The climate of psychological safety within the team allows everyone to speak about their vulnerabilities without being judged.	
I turn my errors into learning opportunities.		My collaborators take initiatives and know when it is time to consult me.	



CONNECTION

Inspire trust		Trust your collaborators	
My personal values are demonstrated daily through my decisions and actions.		My collaborators adhere to the values on which we have agreed within the team.	
I invest quality time having regular discussions with each collaborator.		I listen to the problems of my collaborators, and I respond to their needs.	
I am empathetic and I remain kind and considerate, despite the pressure.		I am interested in the reality of my collaborators, and I offer the needed accommodations.	
I make sure that everyone is respected in their uniqueness, and I foster belonging to the team and to the organization.		I consult my collaborators to ensure that the climate is respectful and inclusive.	
I facilitate the collaboration between team members, and I put myself at the service of the success of each individual and of the whole.		My collaborators listen to their colleagues and know when to ask for or when to offer help.	



Work frame

Inspire trust		Trust your collaborators	
I clearly communicate my vision and my expectations with conviction and passion.		I involve my collaborators in strategic or operational discussions.	
I aim for excellence, and I guarantee the necessary means to achieve it.		I constructively confront our ways of doing things to improve our efficiency.	
I align personal goals with those of the team and the organization.		I support my collaborators towards achieving their results, without falling into micromanagement.	
I am vigilant against toxic behaviour; I stand up for what is right, and I protect the interests of the team.		I anticipate conflicts, I take action to avoid them, or I play a mediating role to resolve them quickly.	
I am proud to promote the successes of my collaborators throughout the organization.		I engage in regular conversations of constructive feedback, and I empower my collaborators to take development initiatives.	

